

# Communications and Information Career Field Management Presents

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## Civilian Professional Development



Scope CHAMPION



# ***Overview***

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- **Total Force Development**
  - **Knowing Your People: Leadership Assessment Summary (LAS)**
  - **Civilian Professional Development**
- **Scope CHAMPION**
  - **Enhancements for 2005**
  - **Scope CHAMPION Process**
  - **Target Audience**
  - **Scoring and Feedback**
  - **Scope CHAMPION Positions**
- **Summary**

**Total Force Development** is the USAF Chief of Staff's vision for how we will develop tomorrow's leaders--an opportunity to transform and maximize operational capabilities of the Total Force: active duty, officer and enlisted, Reserve components, and civilians



**CSAF: GEN JOHN P. JUMPER**



**SAF/XC: LT GEN WILLIAM T. HOBBS**

**"...We are focused on building C&I professionals throughout their careers..."**



***Comm & Info Functional Authority***

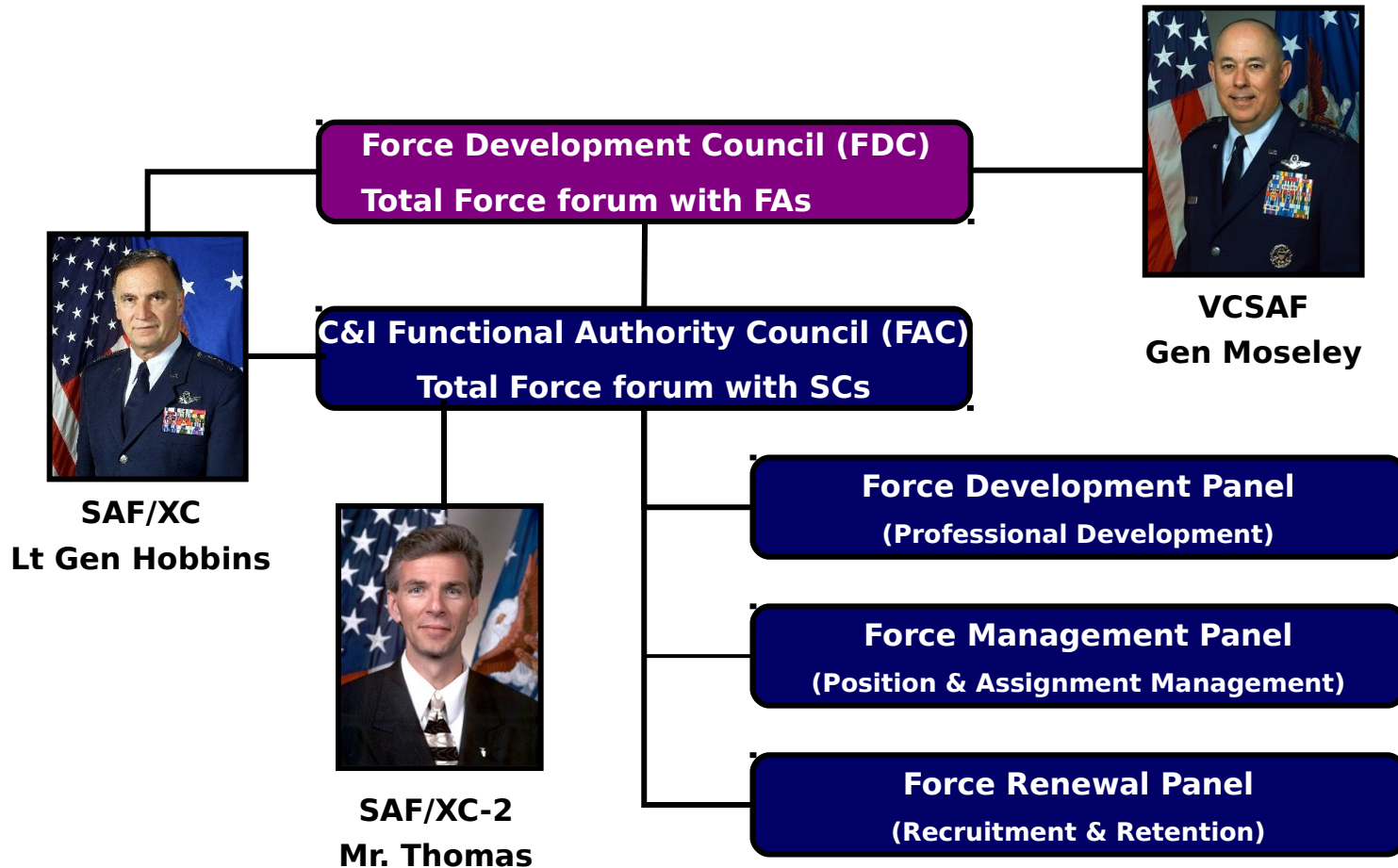


**SAF/XC-2: MR. ROB C. THOMAS II**

**"...Total Force Development encompasses mentoring formal education, training, PME, and assignments..."**

# C&I Total Force Management Structure

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# ***Knowing Your People: Leadership Assessment Summary (LAS)***

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**To achieve development you must  
know your people and their  
potential - LAS process:**

- ☐ **Bullet-style form for GS-15s and 14s**
  - ☐ **Captures leadership history**
  - ☐ **Last 3 appraisals and career brief attached**
  - ☐ **Benchmarks officer PRF process**
  - ☐ **Senior Communicator endorses**
  - ☐ **Annual evaluation and ranking by C&I Senior Leadership**
- ☐ **Total Score: Records 50%;  
Endorsement 25%; LAS Form 25%**
- ☐ **Impacts promotion competition**
  - ☐ **Competitive process for GS-15 fills**
  - ☐ **50% loss of score without LAS**
- ☐ **New Whole Person score for GS-4/15**



**Senior Leadership Visibility!**



*Groom & Develop*



*Maximize Potential*

## Leadership Assessment Summary (LAS) Form - Upper Half - Employee Section

EMPLOYEE SECTION	
Name:	Pay Plan/Occ Series/Grade:
Organization/Ofc Symbol:	Phone (DSN):
Email Address:	Duty Title:
Key duties, tasks, responsibilities (Limited to 3 lines):	
Key accomplishments in C&I management positions throughout employees' career, place emphasis on recent experience. (Limited to 15 lines)	
<p style="text-align: center;"><b>(Section constricted for Power Point display - 15 spaces on true form)</b></p>	
Typed Name, Grade & Organization of Supervisor:	
Signature of Supervisor: _____	Date: _____

## Leadership Assessment Summary (LAS) Form - Bottom Half - SC Endorsement

### END ORSEMENT

**ENDORSEMENT:** *Highly Recommend or Recommend the individual for increased leadership role OR select Reviewed.*

Highly Recommend: \_\_\_\_\_

Recommend: \_\_\_\_\_

Reviewed: \_\_\_\_\_

**Note:**

*You may "Highly Recommend" no more than 30% (for each grade) of total submissions from your command.*

**ENDORSER SIGNATURE/DATE:** \_\_\_\_\_

Endorser Name/Rank: \_\_\_\_\_

Duty Title: \_\_\_\_\_

Organization/Office Symbol: \_\_\_\_\_

# ***Knowing Your People: Leadership Assessment Summary (LAS) (cont'd)***

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- 15 lines for bullets and sub-bullets
- Sr Communicator (SC) judges potential for increased leadership
  - Highly Recommend (25 points)
  - Recommend (15 points)
  - Reviewed (0 points)
- SC may Highly Recommend no more than 30% at each grade
- LAS forwarded to evaluation board for independent review and score
  - Evaluated against four leadership anchors
  - Flag-level board for GS-15 LAS
  - 0-6 level board for GS-14 LAS
- Board feedback provided
  - Fosters awareness and growth
  - Key management tool for Senior Leadership (who, what, when, why)
  - Supervisor tool for mentoring

## ***Four Leadership Anchors***



***Lead & Influence People***



***Impact Mission***



***Go Above & Beyond***



***Manage Major Programs,  
Systems, or Resources***

# ***Leadership Assessment Summary (LAS)***

## ***2005 Timeline***

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<b>May</b>	<b>Jun</b>	<b>1 Jul</b>	<b>1 Aug</b>	<b>29 Aug - 2 Sep</b>
<ul style="list-style-type: none"><li>• <b>Guidance on LAS process</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Call for LAS packages</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Packages due to Senior Civilian/SC's</b></li></ul>	<ul style="list-style-type: none"><li>• <b>Packages From SC due to CICFM</b></li></ul>	<ul style="list-style-type: none"><li>• <b>GS-14/15 Rack &amp; Stack</b></li><li>• <b>GS-13 Scope CHAMPION Rack &amp; Stack</b></li></ul>



# ***Civilian Professional Development***

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- **Objective - C&I *Total Force*:** Leverage strategies that emphasize leadership, mobility, education, training, and breadth of experience in network-centric, operational environment
- **Objective - C&I *Civilians*:** Mentor and groom for increased leadership roles alongside military counterparts
  - Possess broad and diverse experience
  - Be highly competitive for promotion
  - Be champion for mentorship
  - More formalized development structure  
(Leverage what military system does best - inherent breadth & mentoring)
- **Scope CHAMPION delivers on both objectives**
  - Structure and opportunity for increased breadth
  - 3-5 year assignment to key positions across C&I
  - Exposure to multiple C&I mission sets and leaders environments - 29 positions (GS-15/14) currently on rolls



# ***Scope CHAMPION: Enhancements for 2005***

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**Stronger program**



- **LAS replaces ECQ narrative application**
- **New Whole Person Score Template**
  - **GS-15s, 14s, and 13s**
  - **Increased points for breadth**
  - **Points for assignment to Scope CHAMPION, Career Broadening, and completion of CDE (CCDP)**
- **Increased developmental opportunities**
  - **Assigned mentor (not optional)**
  - **Eight GS-14 positions added**
  - **Preferential selection for any official**

**C&I training**

**Scope CHAMPION: C&I standard for civilian leadership**

# ***Scope CHAMPION Process***

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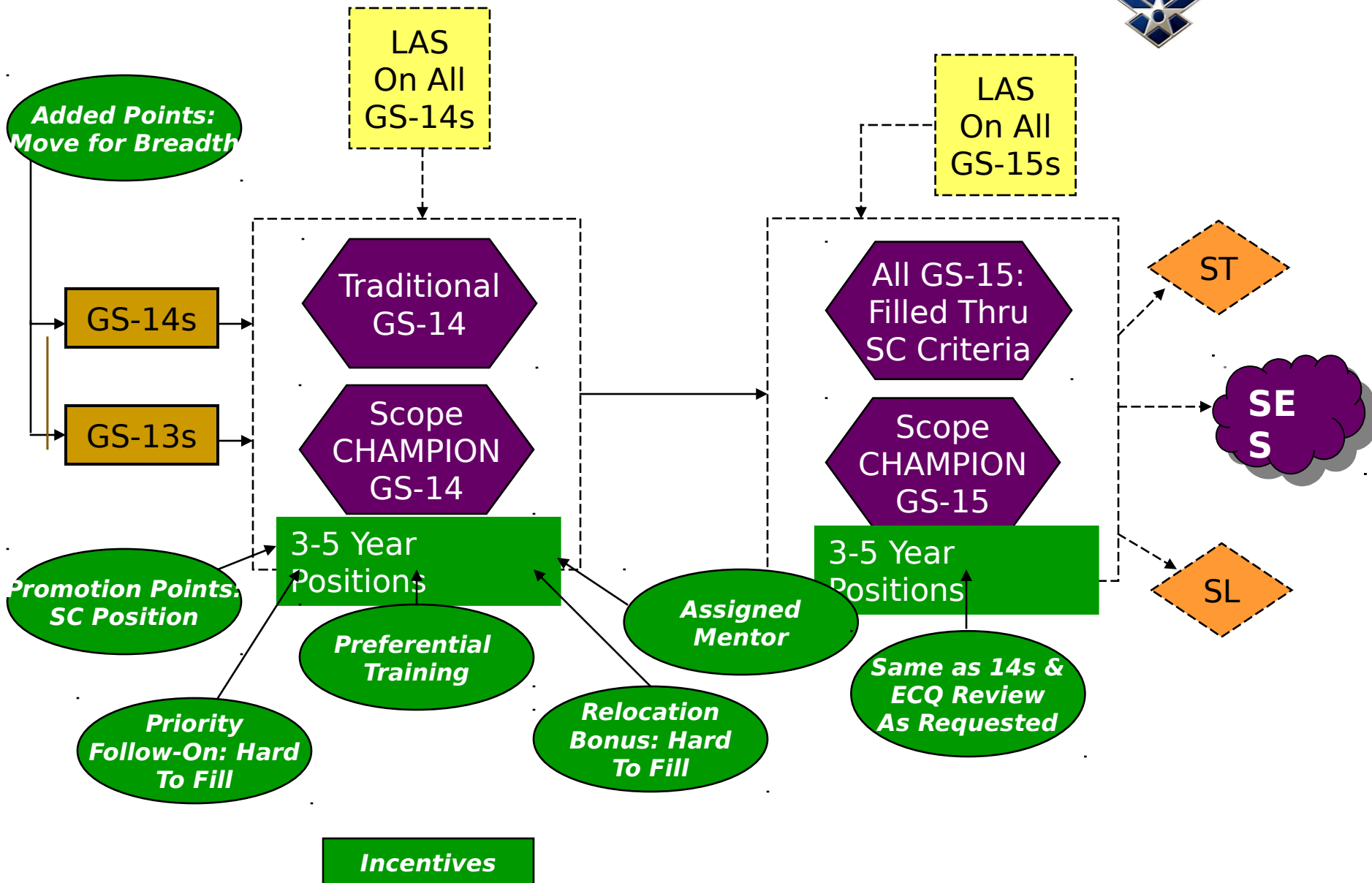
- **Scope CHAMPION vacancy announced by Career Program (CICFM)**
- **C&I professionals with LAS on record may self-nominate**
  - **Annual call for LAS during June**
  - **GS-15s and 14s submit LAS**
  - **GS-13s interested in Scope CHAMPION submit LAS**
  - **LAS process delivers up front screening for Scope CHAMPION**
- **Selection for Scope CHAMPION vacancy places you in program**
- **CICFM manages program; position owner makes final selection**
- **Your charge: Keep career brief current!**



**Scope CHAMPION**



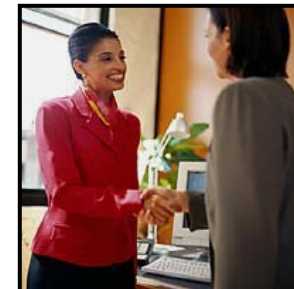
# Scope CHAMPION Strategy



# ***Target Audience***

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- **GS-13s, 14s, 15s**
  - **Greatest experience base; most flexibility**
  - **GS-14/15 Scope CHAMPION positions provide AF best ROI**
- **GS-12 and below**
  - **Understand senior leadership criteria and prepare**
- **Supervisors**
  - **Understand development criteria; mentor and groom subordinates**
- **Commanders**
  - **Responsible for developmental programs, mentorship and position management**



# Scoring Process

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- **Scope CHAMPION application score and C&I Total Person Score (GS-13s, 14s, 15s) symbiotic through LAS process**
- **Records Score Max: 560 (50 *560 is Notional*)**
  - **Compilation score of leadership elements**
  - **Appraisals / Education / Professional Development / Supervisory Experience / Organizational Level Experience / Functional Experience / Scope CHAMPION, Career Broadening, CDE (CCDP)**
  - **Way Ahead: More points for in residence PME**
- **SC Endorsement Max:  $25 (x 11.2) = 280$  (25%)**
- **LAS Board Score Max:  $40 (x 7) = 280$  (25%)**
- **Total Person Score Max: 1120**



# ***Feedback***

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- **Feedback provided through LAS process**
  - **Your evaluation against established leadership criteria**
  - **Identifies strengths and potential shortfalls**
  - **Facilitates individual career planning**
  - **Facilitates career counseling and mentoring by supervisors**
- **Enhances senior leadership's ability to manage and motivate the total force**
  - **Helps align your goals with Air Force goals**
  - **Sincere feedback is catalyst for action at all levels**



# ***Scope CHAMPION Positions***

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- **Currently 11 GS-15 positions and 18 GS-14 positions**
- **GS-15 positions:**  
**USTRANSCOM/J6-P - SAF/XCOI - SAF/XCID -  
SAF/XCXP AFCA/CA - AFCA/EA - AFCA/EVT -  
AFDPO/PP - ACC/SCS AETC/SCT - AFFTC/IT**
- **GS-14 positions:**  
**SAF/XCIII - SAF/XCIES - SAF/XCOO - SAF/XCIII -  
SAF/XCXAP AFCA/ECS - AFCA/ENS - AFCA/CAF -  
AFPC/DPKCI AETC/CSS - AETC/SCX - AFRC/SCT -  
AFRC/SCX AFSPC/LCXB - AMC/SCTE - PACAF/SCT -  
USAFE/SCY 30<sup>th</sup> Space Comm SQ (AFSPC)**
- **Additional positions being requested through senior leadership forums and communications**



# ***Summary***

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- ❑ **Total Force Development is foundation for mentorship and growth within Air Force and C&I community**
- ❑ **LAS process delivers visibility and enhances capability to evaluate leadership potential**
- ❑ **Scope CHAMPION strategy leverages principals of Total Force Development within C&I community**
- ❑ **Scope CHAMPION provides both knowledge and opportunity**



***“Given knowledge and opportunity, anything is possible!”***

# ***For More Information...***

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- **C&I Career Field Management (CICFM) website:**
  - [\*\*http://www.afpc.randolph.af.mil/cp/cicp/\*\*](http://www.afpc.randolph.af.mil/cp/cicp/)
- **SCOPE Champion website:**
  - [\*\*http://www.afpc.randolph.af.mil/cp/cicp/SCOPE.htm\*\*](http://www.afpc.randolph.af.mil/cp/cicp/SCOPE.htm)
- **Job Vacancy website:**
  - [\*\*https://ww2.afpcrandolph.af.mil/resweb/search\\_by\\_state\\_nlo.asp\*\*](https://ww2.afpcrandolph.af.mil/resweb/search_by_state_nlo.asp)
- **Access Online Career Briefs:**
  - [\*\*https://www.afpc.randolph.af.mil/afpcsecure/default.asp\*\*](https://www.afpc.randolph.af.mil/afpcsecure/default.asp)
- **Scope CHAMPION Program Manager:**
  - **(DSN) 665-3691 (Comm) 210-565-3691**

# Questions?

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Scope CHAMPION

